

Date of Review	October 2023			
Reviewed by	Olivia Hill Assistant Head			
Date of Approval	<i>Pending</i>			
Approved by	Governing Body			
Date of Next Review	Summer 2024			
Location	School system		Website	✓

1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

2. Our school's legal duties under the Equality Act 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our compulsory uniform costs the same for all pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with olivia.hill@hollandparkschool who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Re-tendering our contract with our uniform supplier every 5 years to ensure the best available prices for branded items
- Carefully considering which items with distinctive characteristics are important for school identity and reviewing this every academic year
- Reducing any items with distinctive characteristics as a result of the above review
- Ensuring that some uniform elements are optional and providing parents with a list of unbranded alternatives that can be purchased from any supplier and reducing the number of optional uniform items over time as a social leveler
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats and shoes
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Offering financial support to parents for whom purchasing uniform is a significant financial burden
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

4.1 Our school's uniform

Compulsory Items for 2023 - 2024

- The Holland Park suit: the school jacket plus either a school skirt or trousers
- The Holland Park shirt or blouse
- The Holland Park tie: if wearing the shirt and not the blouse
- The Holland Park PE polo t-shirt: any colour (Houses not aligned to colours)
- Plain black socks or tights and compliant black footwear

Optional elements and alternatives

Optional Element	Unbranded Alternative
The Holland Park cardigan or jumper.	No alternative.
The Holland Park outdoor coat.	A plain and unbranded black or navy blue coat.
The Holland Park scarf.	A plain and unbranded black or navy blue scarf.
The Holland Park PE shorts.	Plain and unbranded navy blue or black shorts or full-length jogging pants (not leggings).

The Holland Park PE bag.	A plain, unbranded black or navy blue sports bag.
The Holland Park PE socks.	Plain, unbranded white or black sports socks.
The Holland Park PE swimming suit or shorts	Plain and unbranded swimming shorts or suit in black or navy blue.
Additional Notes for PE:	
<ol style="list-style-type: none"> 1. Students may bring a plain black or navy sweater to wear over their PE kit during warm-up for PE lessons should they wish to in the winter months. 2. Students may opt to wear a full-length sleeve, sporting shirt underneath their Holland Park PE top in white, black or navy blue. 3. Any trainers suitable for sport are acceptable for PE lessons. 	

- No student is permitted to wear jewellery to school. This includes earrings, studs, all facial piercings, bracelets, rings, and necklaces. Watches are permitted
- No student is permitted to wear makeup or nail varnish
- Socks and tights should be plain black (not patterned). Socks should be ankle length only (not knee-length). Tights should be plain, at least 40 denier and not intentionally worn with ladders or holes
- All students are expected to wear plain, black, formal shoes (Kickers, boots, branded shoes, trainers, canvas shoes, pumps, and Velcro fixings are not permitted)
- Plain black or white headscarves may be worn for religious purposes. Any covering that obscures or hides the face is not permitted
- Shirts must be worn with the top button fastened; ties should sit over closed top buttons and be just above waist length
- Shirts and blouses must be tucked in at all times
- Trousers should be worn around the waist not the hips
- A plain black belt with plain buckle can be worn with the school trousers, if required
- Skirts must not be modified by alternation or shortened by 'rolling them up'
- Hair should be worn in an appropriate manner for school. Shaved eyebrows, tramlines in hair, dyed hair of an unnatural colour or shaved heads (unless there is a medical/personal reason e.g. hairloss/alapoeia) are not permitted
- It is recommended that long hair is tied back at all times, but it must be tied back for practical lessons and for PE lessons. If a headband is worn, it should be plain black.

4.2 Where to purchase it

The school's current uniform supplier is Stevensons. The contract will be re-tendered every 5 years to ensure best value for money.

- Uniform can be purchased online through their website www.stevensons.co.uk.
- Unbranded items can be bought from any high street retailer.

4.3 Second Hand Uniform Shop

- The school accepts donations of second hand uniform that is in good condition from parents and students. Donations are gratefully received through our reception team on school site.
- The second-hand uniform shop is open during term times on a Tuesday between 2.30pm and 3.30pm.

4.4 Financial Support

- Financial support is available to families who cannot afford the school's uniform in 2023 - 2024. If a parent requires financial support, they should contact olivia.hill@hollandparkschool.co.uk who will outline what help is available based on individual circumstances.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to wear the correct uniform at all times while:

- On the school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact their Head of Year, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact their child's Head of Year, if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but the behaviour policy will be applied if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Mr Malik, Deputy Head.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 Governors

The governing board will review this policy and make sure that it:

- Is appropriate for our school's context

- Is implemented fairly across the school
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed annually by Olivia Hill, Assistant Head. At every review, it will be approved by the full governing board.

7. Transition Policy for summer 2023

As per statutory guidance "Where a school needs to run a competitive process to set up a new contract to secure a supplier for elements of their uniform, they will need to ensure that they have a clear plan to meet this requirement as soon as possible. The size of the contract and the number of changes required will determine how long any changes will take but the contract should be in place no later than December 2022. This will allow time for suppliers to provide the new uniform for the summer of 2023'. (<https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms>)

In accordance with this guidance and in order not to breach the school's existing contract with Stevensons, the school will:

- Retender the uniform supplier contract by March 2024 to identify the most suitable supplier balancing the value for money for families and promoting the ethos, tone and identity of the school
- Consult with parents about proposed changes to the uniform to ensure balance of cost and promoting the ethos, tone and identity of the school
- Notify parents and carers no later than spring 2024 of any changes to uniform due to come into effect in Autumn 2024 so that they are saved from purchasing unnecessary items

8. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy